A Model of Credibility and Consistency in Qualitative Assessments for Counselor Education and Practice

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Origins of Credibility in Qualitative Assessment (CQA)

• Glaser and Strauss (1967) grounded theory
  • “Verifying” via:
    • Comparative analysis
    • Coding
    • Theory testing

• Lincoln and Guba (1985) comparing credibility to internal validity
  • Consistent and extended engagement and observation
  • Triangulation
  • Colleague debriefing
  • Negative case analysis
  • Participant review and checking
Current State of Validation Evidence in Qualitative Assessment

• Qualitative assessment is used extensively in counseling assessment but there is little research regarding how to evaluate it effectively.

• Different standards are needed to evaluate Clinical Qualitative Assessment (CQA).

• Researchers in career counseling have stated the need for validation evidence in qualitative career assessments.
Methods for Ensuring Credibility In Qualitative Research

1. Triangulation
2. Member Checking and client checking
3. Audit Trail
4. Disconfirming Evidence
5. Prolonged Engagement
6. Thick, rich description
7. Researcher Reflexivity
8. Collaboration
9. Peer Debriefing
## Process for Building Support of Credibility

<table>
<thead>
<tr>
<th>Theoretical Focus</th>
<th>Systematic Paradigm</th>
<th>Constructivist Paradigm</th>
<th>Critical Paradigm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>Triangulation</td>
<td>Disconfirming Evidence</td>
<td>Assessor Reflectivity</td>
</tr>
<tr>
<td>Acts with Clients</td>
<td>Check in with Client</td>
<td>Prolonged Engagement</td>
<td>Collaboration</td>
</tr>
<tr>
<td>Studying Process</td>
<td>Audit Trail</td>
<td>Thick, Rich description</td>
<td>Peer Debriefing</td>
</tr>
</tbody>
</table>
Implications for Counselors and Counselor Educators

• Counselors
  • Increased recognition of CQA
  • Increased rigor of CQA
  • Increased recognition of CQA as credible and useful as treatment

• Counselor Educators
  • Increased training in CE programs for CQA
  • Develop standards in Assessment and Ethics
  • CE adding to assessment research paradigm